

# **TASS 21 Strategic Planning Methodology**

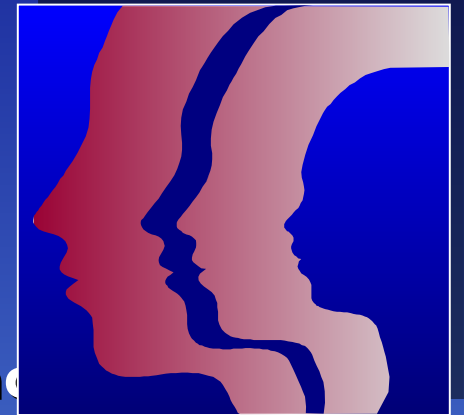
**DCSED**

**USA TRADOC**

**5 -6 Feb 01**

# Ground Rules

- ♦ Consensus is what I / you can live with it.
- ♦ The Group is responsible for the scribe's input.
- ♦ Keep to the business at hand.
- ♦ Only one person speaks at a time.
- ♦ Maintain a sense of humor.
- ♦ Don't monopolize the "air time."
- ♦ Avoid getting trapped in semantic discussions.
- ♦ Respect for others, no personal attacks.
- ♦ Spellllllling duzn't count.
- ♦ Be on time (returning after breaks.)
- ♦ The only stupid question is the question not asked.



# **TASS 21 Strategic Planning Outcome**

- ❖ **Goal is to Leverage TASS to support Army/TRADOC Transformation through tri-component integration across the Doctrinal, Training, Leader Development, Organizational, Materiel, and Soldier Development (DTLOMS) domains**

# Functional Strategic Planning Purpose

- ♦ Purpose is to begin the “Futuring” process to identify TASS Doctrinal, Training, Leader Development, Organizational, Materiel and Soldier Development initiatives required to meet TASS 21 mission requirements

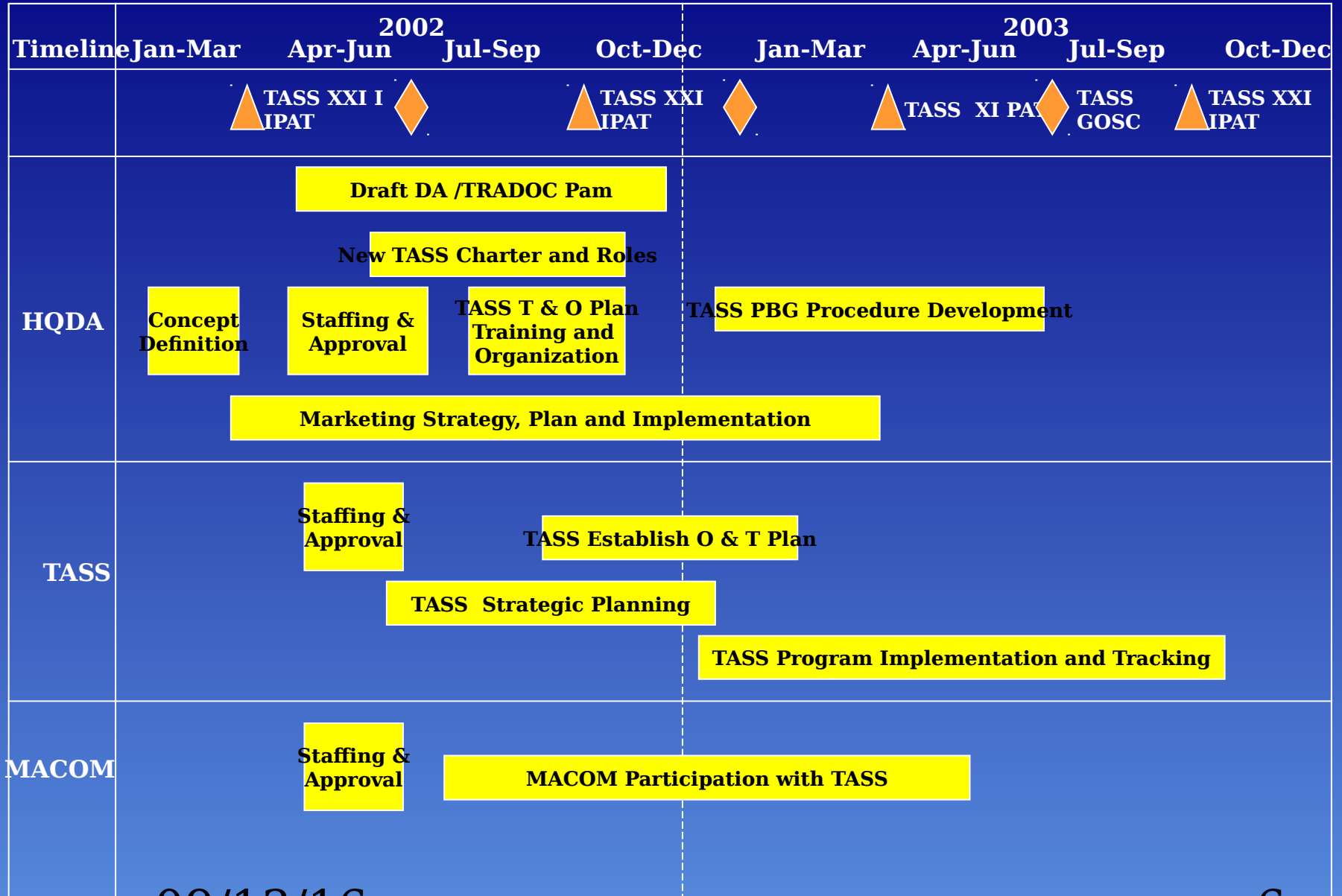


# TASS STRATEGIC PLANNING Overview

## Identify Future Capabilities



# TASS XXI Development Milestones



09/13/16

# Strategic Planning Output



- Vision Statement
- Mission Statement
- Environmental Scan
  - External Influences
  - Internal Influences
  - Customer Requirements
  - Technology changes



- Future TASS Tasks
- Capabilities/Sub-capabilities
- ★ ■ Future TASS Functional Objective Forces (TFOF)
- (Spaces)--Narrative Description

by:

- Type of TASS job
- MOS/SC Series, Grades
- Training, Education and Experience



- TASS
- Comparison of TFOF to DTLOMS Forecasts - Gap Analysis
- Plan for Developing, Growing or Acquiring Right /Capabilities



- Goals
- Objectives
- Performance Measures
- Action Plans



09/13/16



Completed



Partial



March Targets

# Roadmap to Strategic Planning Process

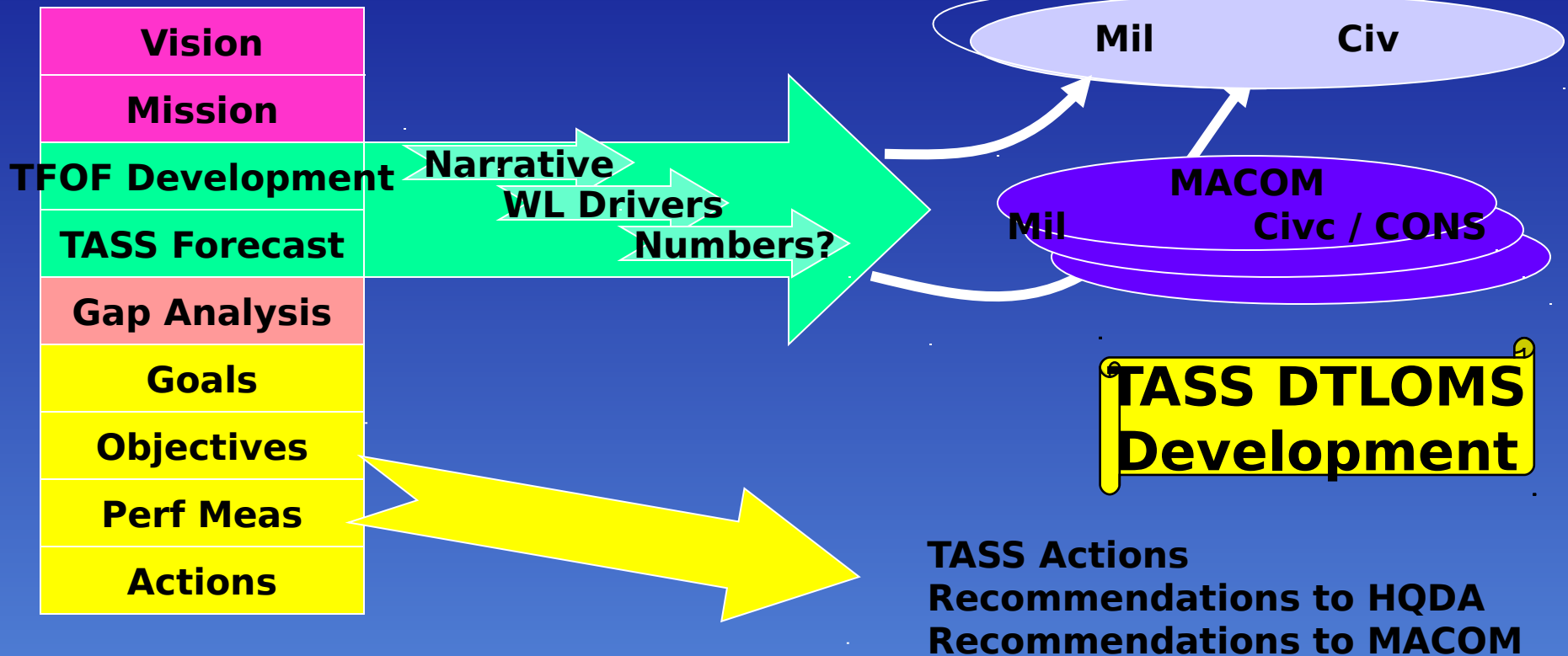




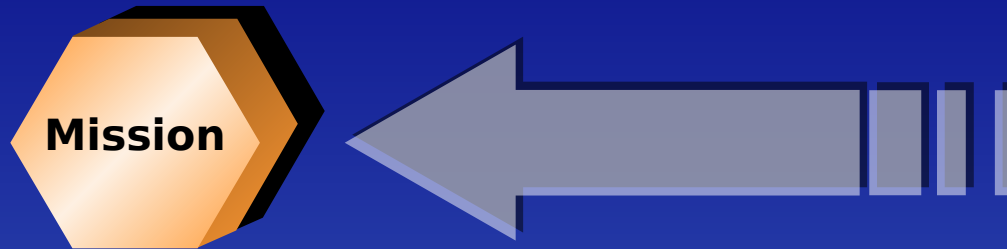
# Products Relationships to HQDA/TRADOC/ TASS

## Planning

### Requirements



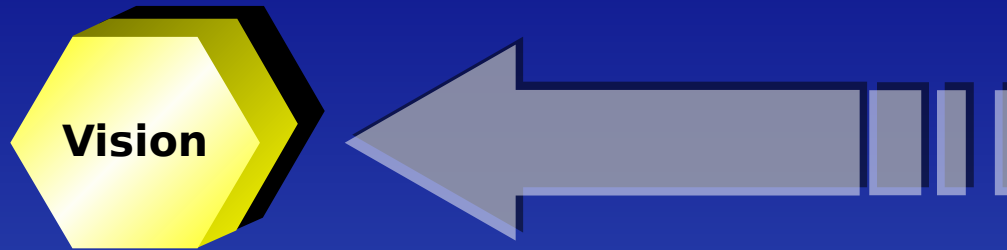
# TASS 21 Mission Statement



## Mission Statement:

- ◆ Prepare the Army for War by facilitating successful implementation of TASS
- ◆ Complete the conversion of the current three separate institutional training systems into a single training and education system
- ◆ Enhance the Army's readiness by finalizing the transition to a system that guarantees all soldiers will train to one standard

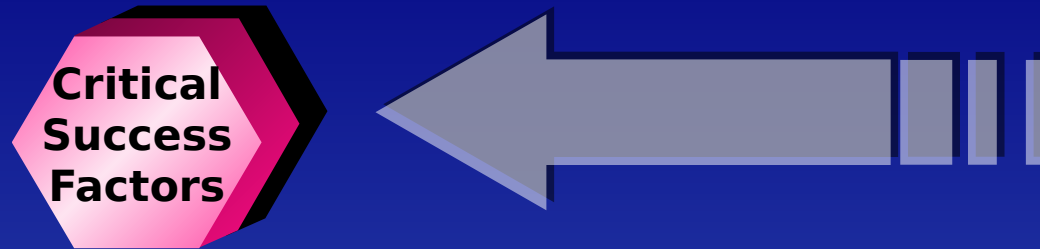
# TASS 21 Vision Statement



## Vision Statement:

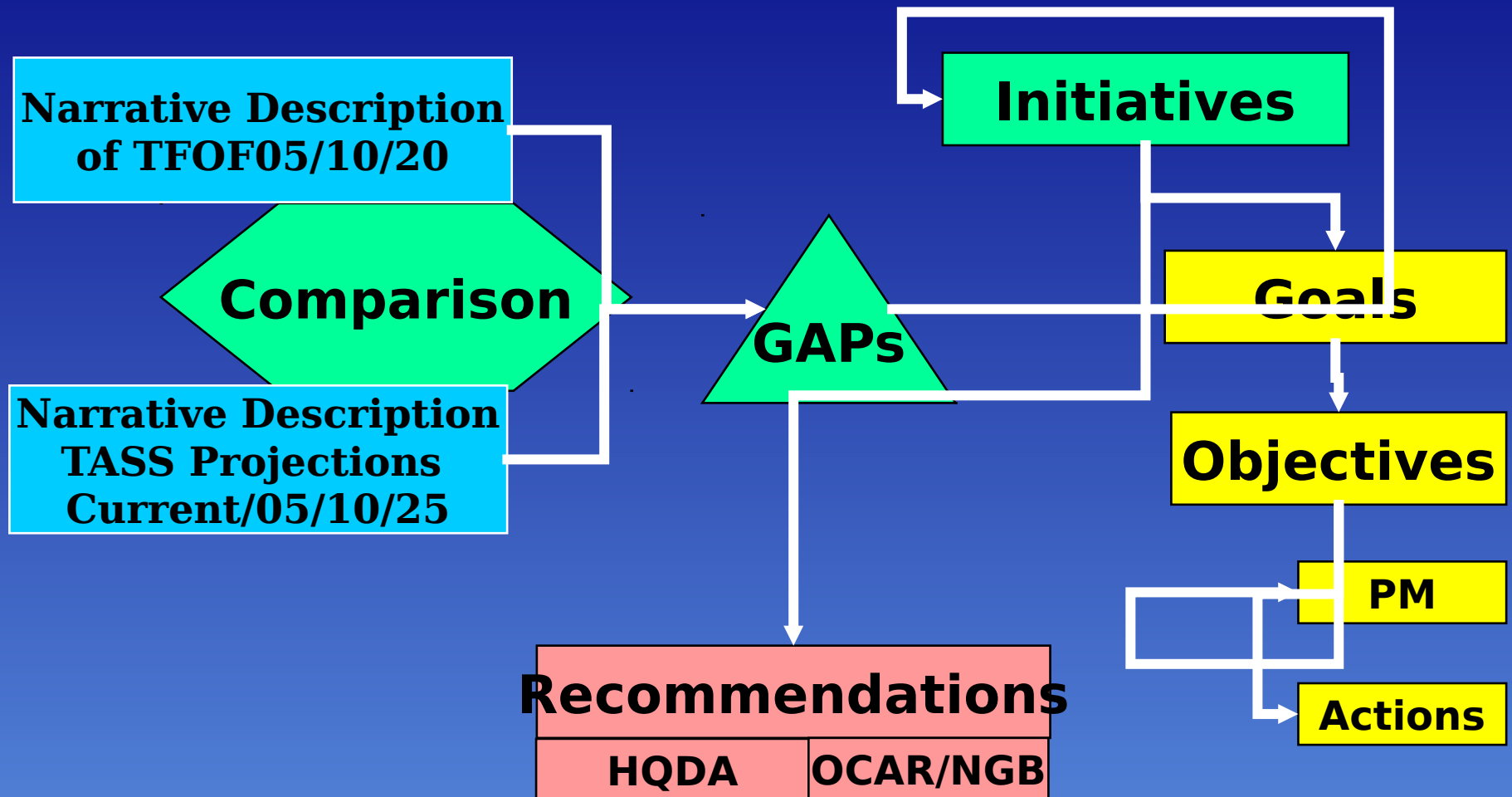
- ♦ To enhance Army Readiness through an efficient, effective, fully integrated, educational system that guarantees soldiers of all components are trained to a single standard.

# TASS Critical Success Factors

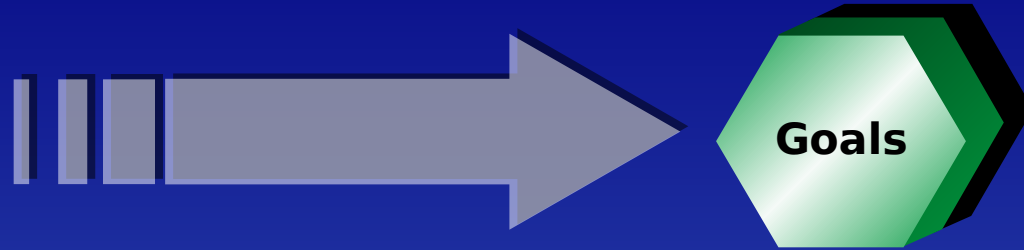


- ◆ **Based on the knowledge/understanding of internal/external trends, the TCSF are those factors TASS must do well to meet the mission and vision statements. TASS must:**
- ◆ **Insure Tri component integration into the TRADOC Future Integration Development Centers design and development of new equipment, doctrine and concepts, training, leader and soldier development**
- ◆ **Reduce the time required to develop and deploy training support materials**
- ◆ **Develop/maintain a quality control/assurance system to ensure training to standard**
- ◆ **Accredit both TASS Bns and proponent curricula**
- ◆ **Leverage TASS with RC mobilization support**
- ◆ **Conduct New Equipment Training (NET) for all components**

# Approach to Gap Analysis

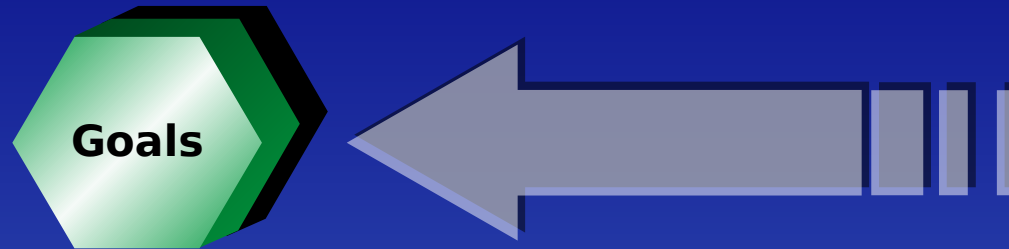


# Development of Goals



- ◆ **Based on the areas where there are gaps, develop high-level goals to guide objectives and actions**
  - **Requirements planning and projection: Transformation Army/TRADOC, stated and inferred tasks, technology upgrades, integration with workload projections**
  - **Workforce development: policies, programs, training, accessions, assignments, integration with workforce composition**

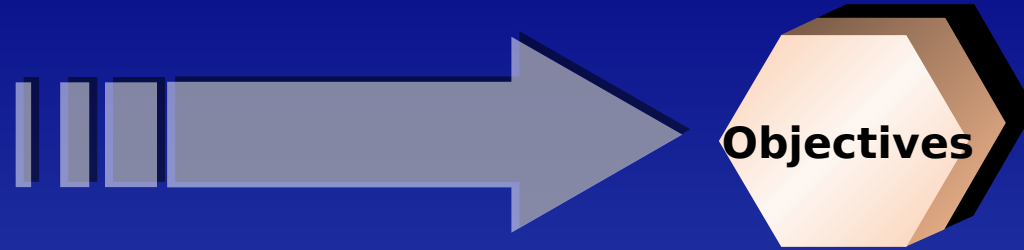
# Functional Strategic Planning Framework (cont)



## ♦ Goals:

- What major or general purposes of TASS must be met to address the gap and achieve the vision
- Focus on leveraging and integrating TASS across the DTLOMS

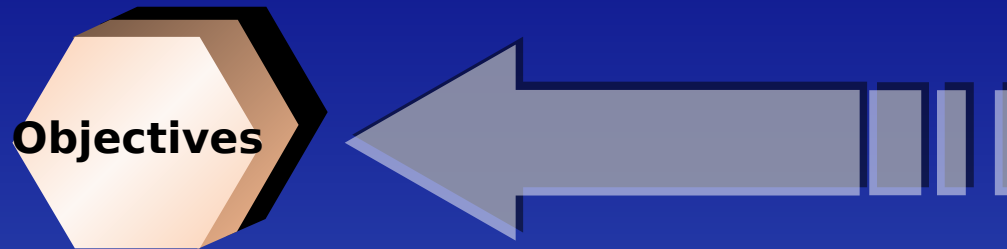
# Development of Objectives



- ♦ **Develop specific objectives to support each objective**
- ♦ **Measurable and attainable: target time interval and outcomes**



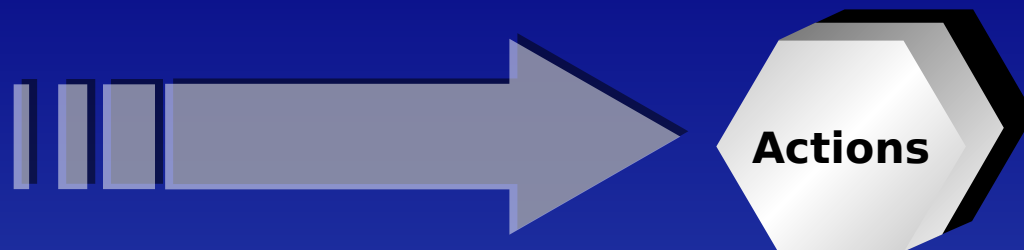
# Functional Strategic Planning Framework (cont)



## ♦ Objectives

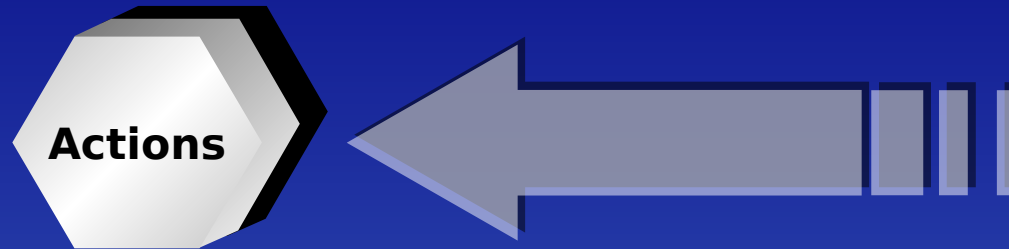
- Long or short term; measurable and achievable; targets to achieve or move toward the goal

# Establish Actions



- ◆ **Identify the specific actions or steps that must be accomplished for each objective**
- ◆ **Identify time line for accomplishment**
- ◆ **Identify responsible agency**
- ◆ **Outline resources**

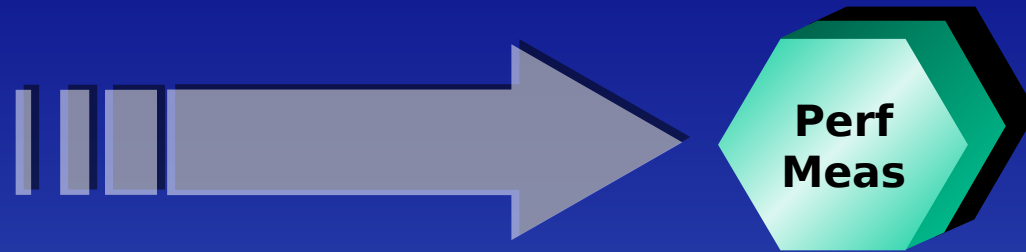
# Functional Strategic Planning Framework (cont)



## ♦ Actions

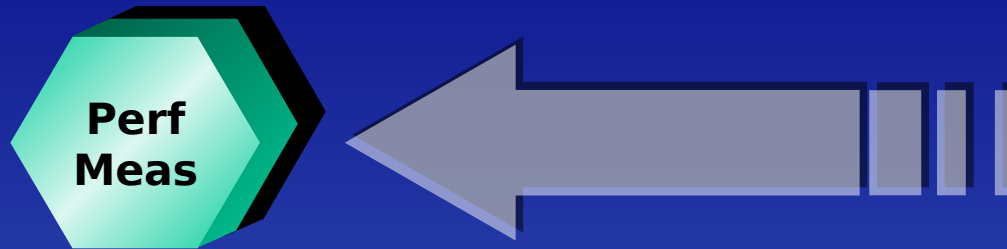
- Step-by-step actions to accomplish the objective
- Translation of “what we are to achieve” into “how we plan to do it”

# Establish Measures of Performance



- ♦ For each objective, establish the measure(s) of performance that will indicate progress or accomplishment
- ♦ Link to action steps
- ♦ Identify data or information required to assess the measures
- ♦ Identify collection or reporting requirements

# Functional Strategic Planning Framework (cont)



- ◆ **Performance Measures**
  - Results oriented, specific gauges for determining the progress achieved in accomplishment of an objective
  - Internal and External (measure of ourselves for ourselves and our customers/leaders)